



PROMOTE: Decent Work for Domestic Workers to End Child Domestic Work

Project Brief

To reduce child domestic workers significantly by building institutional capacities of domestic worker organisations to promote decent work for domestic workers effectively.

OBJECTIVE



KEY PARTNERS



National

- Ministry of Manpower
- Trade Union Confederations
- Indonesian National Network for Domestic Workers advocacy (JALA PRT)
- Action Committee for Protection of Domestic Workers and Migrant Workers (KAPRT – BM)
- Elimination of Child Labour Network (JARAK)

Regional

- International Domestic Workers Federation (IDWF)
- ILO Regional Office for Asia Pacific, Bangkok

3 years (2014 – September 2017)

DURATION



United States
Department of Labor (USDOL)

DONOR



GEOGRAPHICAL COVERAGE



National, Regional

USD 4,999,970

BUDGET



CONTACT



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Effective Progress on the Implementation of the Indonesian National Plan of Action on the Worst Forms of Child Labour Indonesia Decent Work Country Programme 2012 - 2015.

COUNTRY PROGRAMME REFERENCE



Background

In June 2011, the ILO adopted the ILO Convention No. 189 on Decent Work for Domestic Workers (DWDWs) that, in ratifying Member states, will extend key labour protection to millions of workers, mostly women and children, whose basic rights are not assured. This Convention constitutes the first global standard for the 52.6 million¹ domestic workers (DWs) worldwide. Through its adoption, the International Labor Conference gave a clear message: DWs, like other workers, have the right to decent working and living conditions. The Convention makes clear that children above the minimum age for employment must be given special protection when employed in domestic



work. “PROMOTE” Project promotes the realization of DWDWs as a means to reduce child domestic labour.

Emerging as a middle-income country, with high growth and a growing middle class, the demand for DWs in Indonesia is increasing. The ILO estimates a minimum of 2.6 million DWs (90 per cent female) in Indonesia, many of these being children below 18 years. DWs in Indonesia lack basic labour rights protection under the Manpower Act of 2003 as their - largely informal - work is not covered under the law. They are, therefore, vulnerable to a wide range of abuses and exploitation, such as excessive working hours, unpaid wages, physical and/or sexual abuse, forced labor and trafficking.

¹ ILO, Global and regional estimates on domestic workers, Domestic Work Policy Brief No. 4 (Geneva).

“I believe that this Convention can provide guidance to the sending and host governments to protect migrant domestic workers. [...] Those domestic workers who work within their own countries must also be given the same protection. Thus, this Convention will help us formulate effective national legislation and regulations for this purpose.”

President of the Republic of Indonesia, at the 100th Session of the International Labor Conference, 14 June 2011

DWs are commonly not considered employees, but rather “helpers,” and consequently employers do not recognize obligations that typically arise from an employment relationship. Housework, especially by live-in DWs, is commonly perceived as a 24-hour-a-day activity, hindering the regulation of working hours and allowing rest days.

In addressing the issue, domestic workers Organisations (DWOs) have been advocating for legal reform and better protections. They have begun to forge alliances around a common platform. Nonetheless, the capacity of DWOs to raise public awareness of the rights of DWs, to empower DWs to improve their working conditions, report abuse and refer child domestic workers (CDWs) to appropriate services, and to advocate effectively for legal protection needs to be enhanced.

Human resource constraints abound, coupled with limited knowledge of mechanisms to address DWDWs and CDWs, and few intervention models that can bring action to scale. Despite these gaps and challenges, there is also significant ILO supported experience to build on, and opportunities, not least the commitment of the Government of Indonesia to improve the working and living condition of domestic workers and growing public awareness on the issue.

PROMOTE Project aims at reducing CDWs significantly by building institutional capacities of DWOs to promote DWDWs effectively. The Project works to increase the knowledge, skills and expertise on reducing CDW and promote DWDWs of the DWOs, with a main focus on Indonesia, the world's fourth most populous country and home to millions of child and adult domestic workers.

Effectiveness in Indonesia will undoubtedly reach large numbers and have a ripple effect on policy development in the region, especially in ASEAN.

Project Strategy

National and Provincial Strategy: PROMOTE works in partnership with three strategic coalitions/networks, namely: JALA PRT, KAPPRT-BM and JARAK, which will genuinely influence public discourse and action on the reduction of CDWs and the promotion of DWDWs. The three DWO coalitions bring more than 150 member organizations active at national, provincial and local levels throughout Indonesia. The project will build the capacity of the partnering DWOs to address CDWs and promote DWDWs in line with ILO Conventions Nos. 189 on DWDWs, 138 on Working Minimum Age, and 182 on the Elimination of the Worst Forms of Child Labour.

Regional strategy: In partnership with regional organizations, PROMOTE will promote capacity building and knowledge sharing, and mobilize trade unions to advance protection and recognition of DWDWs and CDWs prevention. Linkages will result in enhanced regional capacity through the development of a training manual, establishment of training capacity and development of a promising practices report; and enhanced regional alliances through regional workshops and knowledge sharing between actors concerned with reducing CDWs and promoting DWDWs.

National Project Components

- **Awareness Raising on DWDWs and Elimination of CDWs**

PROMOTE Project will capacitate its partners to raise awareness on DWDWs and on elimination of child domestic labour to the public at large, including DWs and their employers. PROMOTE will also foster innovative partnerships with a variety of actors and institutions such as trade unions (including teachers union), recruitment agencies, journalists, mass media and telecommunication firms, youth, community groups and so forth. Each of which will offer a unique entry point for reducing CDWs and promoting DWDWs in Indonesia.

- **Capacity Building of DWOs**

To enhance the capacity of the partnering DWOs to take action in a range of areas aimed to reduce CDWs by promoting DWDWs, PROMOTE will design and implement Action Plan (AP) with the partnering DWOs. Core



elements of the AP and capacity building strategies that ensure the DWOs are well equipped to, among others, empower DWs, report cases of exploitations, refer cases of DWs, including CDWs, to the appropriate authorities and social service providers and advocate for increased legal protection for DWs and effective enforcement of relevant laws.

- **Use of Information and Communication Technology (ICT)**

PROMOTE will develop a model and initial pilot of an ICT system that allows DWs to link with educational, social and legal services they might need, and to document and report instances of exploitation. The systems can also be used for information collection, rapid assessments and attitudinal polls.

- **Supporting Research and Evaluation on DWDWs and Reduction of CDWs**

PROMOTE will support a number of research in the following areas:

- a) Knowledge generation as part of the substantive strategy;
- b) Documentation and outcome based research;
- (c) Documentation of promising practices; and
- (d) Outcome based research addressing national and provincial level policy changes.

- **Promoting Transparency and Accountability**

Transparency and accountability are underlying principles of PROMOTE's strategy and will be promoted by all its components to



ensure sharing of knowledge and information and to contribute to long-term sustainability of project efforts.

Regional Project Components

- Enhancing Regional Capacity: Training Manual and Promising Practices Report**
 South-south knowledge sharing and cross fertilization between DWOs in various countries in the region to increase their capacity to address CDWs and promote DWDWs is a core project strategy and IDWF will be a key partner in this respect.
- Enhancing Regional Alliances: Workshops and Knowledge Sharing**
 Two major regional workshops will be held during the project. The ILO's Bureau for Workers Activities will take a leading role in these workshops, which will provide a forum for trade unions, DWOs, and other key stakeholders to discuss and share innovative approaches to address the needs of CDWs through promoting DWDWs, and discuss strategies for supporting the implementation of ILO Convention No.189.

Achievements to Date

- Signing of the Memorandum of Understanding for the implementation of PROMOTE Project by ILO and the Ministry of Manpower in June 2014.** The Project regularly shares information on its progress and challenges for feedback to Project Advisory Committee chaired by Ministry of Manpower.
- Gained supports from local level stakeholders, particularly in targeted provinces,** through socialisation of the Project to local stakeholders and regular stakeholder meetings in the target provinces (DKI Jakarta, East Java, Lampung, and South Sulawesi).
- Raised the awareness on decent work for domestic workers and the elimination of child domestic labour through various media and social media channels.** The campaign was actively conducted through social media in which the Project's Facebook account has been liked by more than 7,500 Facebookers; while the twitter has reached 9,282 followers.
- Mobilization of youth to promote DWDWs and elimination of CDWs using video diaries and photo stories,** in collaboration with

Yayasan Kampung Halaman. The Video and Photo Stories have been screened in various events reaching more than 1,500 youth from primary, middle and high school.

- **Formulation of a Code of Conduct for the Indonesian Association of the Domestic Workers Placement (APPSI) with support from the ILO.** The Conduct provides guidelines for the APPSI members in the application of minimum age (18 years old) in recruiting and placement of DWs and in protecting them through monitoring after placement activities. APPSI conducts a number of monitoring on the implementation of the Code of Conduct by its members.
- **Engagement of teachers in tackling child domestic labour and the development of a Guideline for Teachers on Prevention and Elimination of Child Domestic Labour.** In collaboration with the Indonesian Teachers Association (PGRI), school teachers were trained on how to prevent child domestic labour and they had further trained teachers in three districts known as sending areas of domestic workers: Lampung Timur in Lampung, Sinjai in South Sulawesi and Bangkalan in East Java. As a follow-up, teachers conducted sessions with parents and students to raise awareness on child domestic labour and preventive measures.
- **Engagement of religious leaders in promoting decent work for domestic workers and in eliminating child domestic labour.** In collaboration with JARAK, a national network of NGOs deals with child labour issue, workshops with religious leaders were conducted and attended by a total of

152 religious leaders who were committed to integrate this issue in their regular religious programmes.

- **In collaboration with JARAK as the organization partner of ILO-PROMOTE, the Project has developed a community-based monitoring system based on the Ministerial Regulation No. 2/2015.** Under this regulation all domestic workers must be registered by community leaders (RT/RW). Community-based Monitoring System on Domestic Workers and Child Domestic Workers has been piloted in 13 communities in four targeted provinces. The results of the piloting system have received good responses from relevant stakeholders.
- **In collaboration with the Alliance of Independent Journalist (AJI) Jakarta, the Project organised a Media Award for Best Reportages on the Protection of Domestic Workers and Elimination of Child Domestic Labor for Journalists.** Winners from the four reporting categories (Investigative reporting, in-depth reporting, feature articles and photo story) were announced in December 2016. The media award was aimed to honor the efforts of journalists and media organizations in producing outstanding journalism on domestic workers and child domestic workers.
- **In collaboration with JARAK and its member in Malang (LPKP), a skill training for domestic workers was piloted in Malang, East Java.** The skill training was developed by referring to National Work Competence Standard 2015. The training consists of 200 learning hours covering





housekeeping, family cooking, laundry and core competency on selfdevelopment. Participated by 90 domestic workers and those who want to be domestic workers, the training was piloted using community-based as well as center-based training programmes. All of the 90 participants were certified by the Profession Certification Agency.

- **Provision of legal support to domestic worker/child domestic workers facing cases, in collaboration with the National Advocacy Network for the Protection of Domestic Workers (JALA PRT) and its members (LBH Jakarta; LBH APIK Jakarta).** To date, legal supports have been given to 29 cases and a Training Manual for Paralegal to Assist Domestic Workers/Child Domestic Workers in Their Legal Cases was developed. In addition, workshops with law enforcers were conducted in targeted provinces to discuss the legal framework and legal procedure in handling cases for domestic workers and child domestic worker. A number of hotlines in targeted provinces have also been trained to further improve their capacities in providing services to domestic workers and child domestic workers facing cases.
- **Thousands of domestic workers in four targeted provinces had been reached and an approximately 1,000 of them benefited from various education sessions** regarding decent work for domestic workers through domestic workers schools and organizing activities.

- **Development of a methodology to better estimate total population of DWs and CDWs** in Indonesia to produce data for policy decisions.
- **Strengthening alliances among domestic worker organisations in Asia Region** through Trade Union Regional Workshop on Capacity Building of Domestic Workers Organizations and Elimination of Child Domestic Labour in December 2014 and in August 2016.
- **Supported the International Domestic Workers Federation to establish a web-based communication network** among DWs and DWOs in the Asia region.
- **Productions of various manuals** among others Handbook for the Elimination of Child Labor in Domestic Workers for Domestic Workers and their Organisations and Training Manual on Planning for Domestic Workers and their Organisations.

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